

8 December 1953

PROPOSED POLICY ON EVALUATION

The Agency conducts a thorough evaluation of each individual prior to his acceptance as a member of the CIA Career Service and continuously evaluates each Career Employee as a basis for planning his use and development in accordance with Agency requirements. In addition to appraisals of performance and development, the evaluation of an individual prior to his entry into the Career Service includes assessment and testing for the purpose of determining his capabilities and aptitudes for various kinds of duty, his emotional response to varied situations and his suitability for a long-range career in the Agency. Such assessment and testing is conducted according to Agency standards and techniques as approved by the CIA Career Service Board. The Agency's continuing evaluation of a Career Employee includes periodic appraisals of his progress and potential for further development as well as necessary appraisals of his performance in his current assignment.